

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2007 to March 22, 2008.

1) Employment Unit: LIN Television Austin

2) Unit Members (Stations and Communities of License): **KXAN** **Austin, Texas**
KXAM **Llano, Texas**
KNVA **Austin, Texas**

3) EEO Contact Information for Unit Member:

Mailing Address: LIN Television Austin 908 W. MLK Jr. Blvd. Austin, TX 78701	Telephone Number: 512-476-3636
	Contact Person: Rachel Steading
	E-mail Address: Rachel.steading@kxan.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1 Assignment Mgr (PT)	Tvjobs.com
2 Production Director	Internal promotion
3 National Sales Assistant	Kxan.com
4 Local Sales Assistant	Kxan.com
5 Artist	Kxan.com
6 Account Manager	AWRT
7 National Sales Assistant	Internal promotion
8 Local Sales Assistant	Kxan.com
9 Assignment Mgr (PT)	Kxan.com
10 Chyron Artist	Texas Association Broadcasters
11 KXAN Brand Manager	602 Communications
12 Director of Sales	Kxan.com
13 Reporter	Burt Shapiro Management
14 Master Control Operator	Lubbock Avalanche Journal
15 News Producer	Kxan.com

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16	Weather Anchor	Kxan.com
17	News Photog/Editor	Kxan.com
18	Account Executive	Kxan.com
19	National Sales Assistant	Kxan.com
20	Office Administrator	Internal Promotion
21	Marketing Producer	Internship Program
22	Account Executive	Kxan.com
23	Manager Information Systems	Kxan.com
24	Traffic Assistant	Spots N Dots
25	News Photographer	Internship program
26	Account Executive	Spots N Dots
27	Administrative Assistant	Former employee
28	Traffic Assistant	Kxan.com
29	Account Executive	AWRT
30	Account Executive	Kxan.com
31	Reporter	Kxan.com
32	Administrative Assistant	Austin American Statesman
33	News Anchor	Internal Promotion
34	Chyron Artist	Kxan.com
35	Director of New Media	Media Post Publications
36	Reporter	Kxan.com
37	Sports Reporter	Employee referral
38	Internet Assistant	Craig's List
39	News Producer	Austin American Statesman
40	Internet Engineer	Craig's List
41	Internet Designer	Internal Promotion
42	Internet Account Executive	Kxan.com
43	Artist	Kxan.com
44	Marketing Editor	Kxan.com

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45	Marketing Producer	Kxan.com
46	Director of Marketing	Internal Promotion
47	KNVA Brand Manager	Internal Promotion
48	KXAN Brand Manager	Internal Promotion
49	Maintenance Technician	Kxan.com
50	Maintenance Technician	Kxan.com
51	Internet Account Executive	Kxan.com
52	Research Director	Texas Association of Broadcasters
53	KXAN Brand Manager	Texas Association of Broadcasters
54	Assignment Manager (PT)	Employee referral
55	Assistant News Director	Employee referral

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5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification ? (Yes or No)	Full Time Positions for Which This Source Was Utilized
American Women of Radio & Television		http://Awrt.org.publications 8405 Greensboro Drive Ste 800 McLean, VA 22101	5	No	
National Association of Hispanic Journalists		1000 National Press Bldg 529 14 th Street NW Washington, DC 20045		No	
Asian American Journalists Assoc.		www.aaaja.org post @aaaja.org		No	
National Sales Network		www.salesnetwork.org		No	
Austin Area Urban League		1825 E 38 & 1/2 Street Austin, TX 78722		No	
Native American Public Telecommunication, Inc.		www.nativetelecom.org		No	
Austin Community College (Rio Grande Campus)	Career Center	1212 Rio Grande Austin, TX 78701		No	
Southwestern University	Roger Young	P.O. Box 770 Georgetown, TX 78627		No	
Black Broadcasters Alliance		3474 William Penn Hwy Pittsburgh, PA 15235		No	
St. Edwards University		Campus Mailbox 1024 3001 S. Congress Austin, TX 78704		No	
Greater Austin Hispanic Chamber of Commerce		3000 S. IH 35 Ste 305 Austin, TX 78704		No	
Texas Association of Broadcasters	Craig Bean	502 E. 11 th Street, Ste 200 Austin, TX 78701	55	No	All full time positions
National Association of Broadcasters				No	
Work Source Austin				No	
University of Texas Career Services	Matt Berndt	ccs@uts.cc.utexas.edu		No	
National Association of Black Journalists	Renee Tross	renee@nabj.org		No	

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Internal Candidate Postings & Employee Referrals	Rachel Steading	Rachel.steading@kxan.com	9	No	All positions
SND Publications Spots N Dots		167 Oakdale Rd Johnson City, NY 13790		No	
Austin American Statesman		www.statesman.com		No	
Craig's List		http://www.craigslist.com	6	No	
San Antonio Express News		1-800-411-2527 or Fax 210-25-2360		No	
Lubbock Avalanche Journal		710 Avenue J Lubbock, TX 79401	1	No	14
Media Post Publications		www.mediapost.com	2	No	35
TVJobs.com		www.tvjobs.com		No	
Society of Broadcast Engineers		www.sbe.org		No	
ITT Technical Institute				No	
KXAN.com		www.kxan.com		No	All positions
TheCWAustin.com		www.thecwaustin.com		No	All positions
LIN Television Job Postings		www.lintv.com		No	All positions
Radio & Television News Directors' Association		1600 K Street, Ste 700 Washington, DC 20006		No	
602 Communications		www.602communications.com		No	
ProMax/BDA		www.promax.org		No	
Burt Shapiro Mgmt				Yes	

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6) Total # of Interviewees Referred: For the period from March 23, 2007 to March 22, 2008 this Employment Unit interviewed 183 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives. *[List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.]*

(a) Initiative: THE UNIVERSITY OF TEXAS SCHOOL OF JOURNALISM INTERNSHIP & JOB FAIR

[Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.]

During this event the Director of New Media and News Producer, who are in charge of Internet/New Media & News Internships and has substantial responsibility in making hiring decisions, participated in recruitment and interviewed candidates and collected resumes. Candidates were successfully selected onsite for the Employment Unit's internship program.

(b) Initiative: INTERNSHIP PROGRAM FOR NEWS, MARKETING, SALES, & INTERNET DEPARTMENTS

[Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.]

The Employment Unit works in conjunction with the broadcast, communications and journalism schools of area colleges and universities to promote the availability of internships with the Employment Unit. In addition, the Employment Unit promotes the internships on its web sites. Eleven area colleges are included. Students receive course credit. Classes are offered three times a year Fall, Spring & Summer semesters.

(c) Initiative: LIN TV MINORITY SCHOLARSHIP PROGRAM

[Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.]

The Employment Unit participates & promotes LIN TV's Minority Scholar Program. The Scholarship Program awards two-year scholarships to ambitious students who are pursuing a wide spectrum of goals in or relating to broadcast television and digital media, ranging from producing and engineering to broadcast journalism, community affairs and sales. Students are selected to receive the Minority Scholarship because of their academic achievement, their passion for broadcasting and their desire to contribute to the overall advancement of the industry.

(d) Initiative: LISTING OF ALL UPPER LEVEL VACANCIES

(e) ASSISTANT NEWS DIRECTOR POSITION

[Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.]

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The Assistant News Director position is an upper-level category opening and was listed in the job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities:

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(f) Initiative: LISTING OF DIRECTOR OF SALES POSITION

[Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.]

The Director of Sales position is an upper-level category opening and was listed in the job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities: Texas Association of Broadcasters, and American Women in Radio and Television.

(g) Initiative: TRAINING – LUNCH & LEARN PROGRAM

[Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.]

The Employment Unit provides regular training in the form of monthly sessions designed to enhance and advance the skills of employees. These skills could qualify station personnel for higher level positions. The training sessions are open to all interested station personnel.

(h) Initiative: TUITION REIMBURSEMENT PROGRAM

[Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.]

The Employment Unit provides tuition reimbursement for courses designed to further the education of station personnel. The program is open to all interested station personnel. The Employment Unit will reimburse up to \$600 for courses and/or books in media-related or job-related study. During this reporting period station personnel have participated in the program in the following ways: one employee successfully completed a basic accounting course to better understand station budgeting, one employee is actively pursuing a masters degree in broadcast journalism, one employee is actively pursuing a masters degree in meteorology.
